

Amended and Restated Bylaws

of the

Lincoln Ice Hockey Association

Proposed January 7, 2025

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# Table of Contents

## Article I: Name, Objectives, and Office

1. Name..... 1
2. Mission ..... 1
3. Objectives..... 1
4. Office..... 1
5. USA Hockey Pre-Eminence ..... 1

## Article II: Membership

1. Classes..... 2
2. Family Members ..... 2
3. Adult Members ..... 2
4. Coach Members..... 3

## Article III: Acceptance of Members

1. Request for Membership ..... 4
2. Application Period ..... 4
3. Approval of Membership ..... 4
4. Payment of Fees ..... 4
5. Indebtedness..... 4

## Article IV: Privileges and Obligations

1. Privileges..... 6
2. Obligations..... 6
3. Interest Not Transferable ..... 6

## Article V: Suspension and Expulsion

1. Suspension and Expulsion..... 7
2. Right to Hearing ..... 7

## Article VI: Annual Meeting and Special Meetings

1. Annual Meeting ..... 9
2. Special Meetings..... 9
3. Quorum ..... 9
4. Meeting Place ..... 9
5. Voting ..... 9
6. Members Entitled to Vote ..... 10

## Article VII: Board of Directors

1. Management ..... 11
2. Qualification ..... 11
3. Nomination and Election ..... 11
4. Appointment of Officers..... 12
5. Powers and Duties ..... 12
6. Meetings ..... 13
7. Quorum ..... 13
8. Indebtedness..... 13
9. Interpretation of Bylaws..... 13
10. Indemnification of Directors..... 13

11. Resignation and Removal of Directors..... 14

## Article VIII: Officers

1. Executive Committee..... 15
2. President ..... 15
3. Vice President..... 15
4. Secretary..... 16
5. Treasurer ..... 16
6. Required Appointed Positions ..... 16

## Article IX: Committees

1. Standing Committees..... 18

## Article X: Miscellaneous

1. Resignation or Change in Membership Status ..... 19
2. Compensation ..... 19
3. Dissolution ..... 19
4. Cash Funds ..... 19
5. Contributions ..... 20
6. Corporate Donors ..... 20
7. Responsibility for Loss or Damage to Property..... 20
8. Codes of Conduct..... 20
9. Regulatory Authority of Lincoln Junior Stars Player and Parent Handbook..... 20

## Article XI: Coaches and Volunteers

1. Background Check ..... 22
2. SafeSport Training ..... 22
3. Coaching Certification - Continuing Education ..... 22
4. Support for Coach Continuing Education ..... 22
5. Coach Evaluation ..... 23

## Article XII: Fiscal Year

1. Term..... 24

## Article XIII: Amendment of Bylaws

1. Amendments..... 25
2. Recordkeeping ..... 25
3. Publication and Registration ..... 25

## Article XV: Action Without Meeting

1. Action Without Meeting ..... 26

## Certification..... 27

# Article I

## Name, Objectives, and Office

1. **Name.** The name of the corporation, referred to in these bylaws as "LIHA" is:

LINCOLN ICE HOCKEY ASSOCIATION

2. **Mission.** It is the mission of the Lincoln Ice Hockey Association to promote a fun and learning environment for the growth of the sport of ice hockey and all its participants through encouragement, development, positive competition, and the administration of ice hockey in Lincoln, Nebraska. LIHA embraces the core values of USA Hockey: Sportsmanship; Respect for the Individual; Integrity; Pursuit of Excellence; Enjoyment; Loyalty; Teamwork.
3. **Objectives.** LIHA recognizes the need to provide recreational and competitive ice hockey opportunities for children and adults in the city of Lincoln, Nebraska. LIHA is committed to promoting, enhancing, and supporting the sport of ice hockey. As part of this commitment, LIHA stresses sportsmanship and respect for the game, teammates, coaches, and officials on and off the ice. In furtherance of these objectives, LIHA will provide travel and league programs that build skills development, teamwork, and leadership. LIHA shall lease ice for the practice and play of ice hockey, promote and support leagues for playing ice hockey, produce publications and programs designed to increase awareness of the sport of ice hockey, and promote and encourage understanding, cooperation, and good relations among the members of LIHA and the public.
4. **Office.** LIHA shall maintain its office or offices in the city of Lincoln, Nebraska.
5. **USA Hockey Pre-Eminence.** Lincoln Ice Hockey Association shall abide by and act in accordance with the rules and regulations, playing rules, articles, bylaws, and decisions of the USA Hockey Board of Directors. Such documents and decisions from USA Hockey take precedence over and supersede any existing documents and decisions of LIHA. LIHA recognizes the jurisdiction and acknowledges the superseding authority of USA Hockey.

# Article II

## Membership

1. **Classes.** The membership of LIHA shall consist of the following three (3) classes: Family Members, Adult Members, and Coach Members.
2. **Family Members.** Family Members are one (1) or more adults who, as parents or legal guardians, participate as a player in LIHA and/or have one (1) or more children under the age of eighteen (18) years of age participating in LIHA's ice hockey activities and have paid the full membership fees set by the Board of Directors for their and their children's participation. There shall only be one (1) vote for each Family Membership, notwithstanding multiple adult players and/or children participating.

Registration information shall include all relevant information reasonably requested by the Board of Directors. Registration information shall also designate one (1) adult Family Member who is the legal guardian of the child(ren) under the age of eighteen (18) participating in LIHA's ice hockey activities as the Family Member person entitled to vote.

3. **Adult Members.** Adult Members are those members who:
  - a. Individually participate as players in LIHA's ice hockey activities;
  - b. Are eighteen (18) years of age or older;
  - c. Have no children under the age of eighteen (18) participating as players in LIHA activities; and
  - d. Have paid the full membership fees set by the Board of Directors.

Adult Members shall each be entitled to one (1) vote per household. The Board of Directors may also specifically recognize and designate individuals for Adult Membership based on their participation and support of LIHA's activities, regardless of whether they participate as players or have children participating as players. Such recognition and designation shall be limited to ten (10) individuals in any one (1) fiscal year. Such Adult Members shall be allowed one (1) vote each.

**4. Coach Members.** Coach Members are those members who:

- a.** Are an approved coach for at least one (1) LIHA team with required USA Hockey membership, background check, and current Continuing Education Program (CEP) card;
- b.** Are eighteen (18) years of age or older;
- c.** Do not participate individually as a player in LIHA's ice hockey activities; and
- d.** Have no children under the age of eighteen (18) participating as players in LIHA activities.

Coach Members will not be assessed a membership fee and shall be entitled to one (1) vote.

# Article III

## Acceptance of Members

- 1. Request for Membership.** Any adult or family may make application to become a member by completing, signing, and submitting a registration form provided by LIHA. It is the fundamental policy of LIHA to accept membership applications from all qualified persons without regard to race, color, religion, sex, gender, sexual orientation, national origin, or disability. Coach membership will be determined as coaches are identified each season.
- 2. Application Period.** Membership applications will be solicited before the commencement of a regular season for a period set by the Board of Directors. Applications may be accepted outside this period at the discretion of the Board of Directors.
- 3. Approval of Membership.** The Board of Directors reserves the right to reject any application for membership for any reason other than discrimination of the protected classes in Article III.1. Unless an application is specifically rejected by a majority vote of the Board of Directors, all membership applications received during the application period shall be deemed accepted thirty (30) days after receipt of membership application.

Upon rejecting a membership application, the board will notify the applicant of the decision by email.

- 4. Payment of Fees.** No person shall be granted membership, or be entitled to any privileges of membership, until they have paid all required fees or have arranged for payment of such fees as provided in Article IV.2. Notice of fees and terms of payment shall be made part of the registration form provided by LIHA. The Board of Directors may allow prorated payments for applications made during the year. Exclusive authority to waive fees, provide refunds, and consider extenuating circumstances on a case-by-case basis belongs to the Board of Directors and requires a majority vote. Any person who fails to make payment, within ten (10) days after notice of an amount due is emailed to the email address contained in LIHA's most recent records, shall be deemed to have forfeited membership and all amounts paid to LIHA, unless a majority of the Board of Directors extends the date for acceptance of payment.
- 5. Indebtedness.** The LIHA accountant shall, as soon as may be practicable, notify each member via email of the amount of their indebtedness to LIHA. If the indebtedness is not paid within ten (10) days of said notice, a second notice shall be emailed to the member stating that the

indebtedness must be paid within ten (10) days of the second notice. If the indebtedness is not paid within ten (10) days of the second notice, the accountant shall cause the member's name to be posted and membership privileges, including the right to practice or play for LIHA, shall be deemed terminated. The Board of Directors shall advise the member of such action. The Board of Directors may reinstate such member after payment of all amounts in arrears. Nothing herein shall condition, qualify, or limit the powers of the Board of Directors to suspend or expel any member under Article V.

# Article IV

## Privileges and Obligations

- 1. Privileges.** Family Members, Adult Members, and Coach Members shall be entitled to participate in all of the activities of LIHA, except that on-ice activities of LIHA shall be strictly limited to those Family Members, Adult Members, and Coach Members who are properly registered or certified in accordance with USA Hockey or other applicable ice hockey board, and to those Family Members, Adult Members, and Coach Members who have completed, signed, and submitted all relevant information reasonably requested by the Board of Directors.
- 2. Obligations.** Fees, and any other assessments thereto, and terms of payment, shall be determined by the Board of Directors. Fees associated with each Family Membership and each Adult Membership shall be based on anticipated expenses and the number of participants in LIHA's ice hockey activities.
- 3. Interest Not Transferable.** No membership in LIHA is transferable by sale, gift, descent or otherwise, except as specifically provided in these bylaws and no member of LIHA shall advertise or permit their membership to be advertised for sale. Any member violating the provisions of this section may be suspended or expelled from LIHA and have their membership forfeited.

# Article V

## Suspension and Expulsion

**1. Suspension and Expulsion.** Any Family Member, Adult Member, or Coach Member may be suspended or expelled from LIHA by a two-thirds majority of the Board of Directors, after notice and an opportunity for a hearing for any of the following reasons:

- a. Failure to pay fees or any other assessments thereto due to LIHA;
- b. Violation of the LIHA Bylaws, Rules, or Codes of Conduct;
- c. Behavior at LIHA activities and/or toward LIHA member(s) which, in the opinion of the Board of Directors, reflects unfavorably on the welfare or character of LIHA or of its members;
- d. Behavior at LIHA activities and/or toward LIHA member(s) which, in the opinion of the Board of Directors, is determined to be harassment. Harassment is any repeated and/or severe conduct that occurs within the context that is reasonably related to hockey and that:
  - i. Causes fear, humiliation, or annoyance;
  - ii. Offends or degrades;
  - iii. Creates a hostile environment;
  - iv. Reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, gender, gender expression, sexual orientation, or mental or physical disability; or
  - v. Any act of conduct described as harassment under federal or state law.

Any expelled Family Member, Adult Member, or Coach Member forfeits all fees, or any amounts paid to LIHA incident thereto.

**2. Right to Hearing.** A vote by the Board of Directors on any proposed suspension or expulsion shall not be taken until the Family Member, Adult Member, or Coach Member has been given

an opportunity for a hearing before the Board of Directors at a duly called meeting with a quorum present in a closed session. The Family Member, Adult Member, or Coach Member shall be given at least ten (10) days' notice of:

- a.** The general nature of the charges; and
- b.** The time and place of the hearing.

Notice shall be sent by email to the email address contained in LIHA's most recent records. The Family Member, Adult Member, or Coach Member shall have the right to appear and be heard at the time and place specified in the notice. The final vote of the Board of Directors shall be taken either following the hearing or at a later time not to exceed fourteen (14) days following the date of the hearing. The Board of Directors shall notify the Family Member, Adult Member, or Coach Member with notice of the decision within five (5) days following the vote.

# Article VI

## Annual Meeting and Special Meetings

- 1. Annual Meeting.** The Annual Meeting of LIHA shall be held in March or April each year, the exact date to be decided by the Board of Directors. Notice of the Annual Meeting shall be posted on the LIHA website and social media channels, included in the LIHA newsletter, and emailed to each member entitled to vote at least fifteen (15) days prior to the meeting. The order of business at the Annual Meeting of LIHA shall be:

  - a. Financial Report
  - b. Membership Report
  - c. Committee Reports
  - d. Introduction of New Directors
  - e. Miscellaneous
- 2. Special Meetings.** The president may call a special meeting of LIHA at any time and it shall be their duty to call such meeting when requested to do so by a majority of the Board of Directors or by fifty (50) voting members of LIHA. If the president, after proper request, refuses to call a meeting, any director may call a special meeting. A notice of the meeting, setting forth the matter to be discussed at such meeting, shall be distributed in the manner set forth in Article VI for the Annual Meeting at least fifteen (15) days prior to the day of the meeting. Special meetings shall be limited to discussion of one subject matter.
- 3. Quorum.** A quorum shall consist of those members who are eligible to vote and who, after proper notice given, are present at the meeting or who have filed with the administrative assistant a properly completed proxy on a form approved by the Board of Directors.
- 4. Meeting Place.** All meetings shall be held in Lincoln, Nebraska at a place designated by the Board of Directors in the call of the meeting. Meetings may be hosted online if deemed necessary due to force majeure.
- 5. Voting.** Qualified voting members of LIHA shall be entitled to vote via electronic ballot sent via email.

**6. Members Entitled to Vote.** Family Members, Adult Members, and Coach Members as defined herein, who are in good financial standing with LIHA as determined by the accountant, shall be entitled to vote at any meeting in accordance with the provisions of these bylaws.

# Article VII

## Board of Directors

- 1. Management.** The control and management of LIHA and its affairs, funds, and property shall be entrusted to and vested absolutely in a Board of Directors consisting of at least five (5) and no more than nine (9) of its members, who shall be elected by the members (elected directors), and certain appointed officers. Elected directors and appointed officers as a group shall constitute the Board of Directors. Elected directors and appointed officers shall each be vested with one (1) vote on all matters presented to the Board of Directors. The immediate past president of LIHA shall serve as a non-voting, ex-officio member of the Board of Directors.
- 2. Qualification.** Any Adult Member, any voting adult Family Member, any non-voting adult Family Member, and any non-member who has served in a volunteer role for LIHA for at least one season (past or present) may be elected or appointed to the Board of Directors.
- 3. Nomination and Election.** The Board of Directors shall solicit nominations to fill any vacancies of elected directors on the Board of Directors occurring as a result of the next scheduled expiration term. Such solicitation shall be posted on the LIHA website and social media channels, included in the LIHA newsletter, and emailed to each member entitled to vote in February. All applicants must agree that they will serve if elected. Applications will be accepted until February 15. An election shall be conducted electronically by secret ballot for five (5) days in March. In a contested election, that number of nominees equaling the number of vacancies receiving the highest number of votes shall be elected to the Board of Directors. Elected directors shall serve three-year terms, with such term commencing on April 1 and ending on March 31 three (3) years hence.

The Board of Directors may appoint a voting or non-voting Family Member, an Adult Member, or a non-member LIHA volunteer to fill any vacancies of elected directors on the Board of Directors as a result of resignation or death. If a director is appointed to fill a vacancy created by a resignation or death, that director shall serve the remaining term of the director they are replacing.

The express intent is that three (3) directors will be elected each year. Directors elected by the members shall have the right to attend and participate in all meetings of the Board of

Directors held prior to the date of the commencement of their term, but shall not have the right to vote, unless they are already serving as a director.

- 4. Appointment of Officers.** The appointment of LIHA Officers shall be made by the elected directors at the first regular or special meeting of the Board of Directors following the Annual Meeting. The officers shall be president, vice president, secretary, treasurer and such other officers as the Board of Directors may determine. The Board of Directors shall nominate and appoint each officer in the following order: president, vice president, secretary, treasurer and other. Officers may, but need not be, elected members of the Board of Directors. All appointed officers, except the treasurer, shall serve one-year terms commencing on May 1 of each year or the date of their appointment, whichever is later. The treasurer shall serve a one-year term commencing on July 1 of each year.
- 5. Powers and Duties.** The Board of Directors shall have the following specific powers in addition to the usual powers of such corporate bodies:

  - a.** To determine which committees are needed to carry out the current needs of LIHA;
  - b.** To appoint LIHA members and members' partners to serve on those committees and to define their duties;
  - c.** To accept or reject registration forms for membership;
  - d.** To suspend or expel members as herein provided;
  - e.** To make rules of conduct for its members;
  - f.** To fix and enforce penalties for violations of bylaws, rules, and codes of conduct;
  - g.** To fill any vacancy among the Board of Directors or its officers;
  - h.** To decide the amount of membership fees or assessments to be paid by the members of LIHA in accordance with the bylaws, and to fix the time for payment of the same;
  - i.** To levy special assessments against members of LIHA, provided that any such special assessment shall be first approved by a two-thirds vote of all of the members whom the Board of Directors proposes to assess at a special meeting called for that purpose;
  - j.** To evaluate, appoint, discipline, and remove coaches.

- 6. Meetings.** A regular meeting of the Board of Directors shall be held at least bi-monthly (every two months) on the call of the president after at least five (5) days' notice to all members of the Board of Directors. If circumstances warrant, the president may waive a regular meeting, but two (2) consecutive regular meetings may not be waived. Special meetings of the Board of Directors may be called by the president or by any three (3) directors at any time upon not less than five (5) days' notice to all members of the Board of Directors.
- 7. Quorum.** A simple majority (>50%) of members of the Board of Directors present at a meeting shall constitute a quorum. Unless otherwise provided in these bylaws, the action of a majority of the directors at a duly called meeting at which a quorum is present shall be valid as an act of the LIHA Board of Directors. Elected directors and appointed officers may not give their proxy to any other person to vote at any board meeting. If necessary, members may use conference audio or video calls if unable to physically attend meetings.
- 8. Indebtedness.** The Board of Directors shall have the power to execute contracts obligating LIHA to pay money in the future, if the board, in its sole discretion, determines that LIHA's cash assets and anticipated cash flow will be sufficient to pay such obligations as they become due. Such contracts shall not exceed a period of three (3) years. Additionally, the Board of Directors shall have the power to borrow money on behalf of LIHA when they deem it necessary to pay for operating expenses and capital expenditures of LIHA.
- 9. Interpretation of Bylaws.** The decision of the Board of Directors shall be final and conclusive on all questions relating to the construction and interpretation of the LIHA Bylaws and Codes of Conduct.
- 10. Indemnification of Directors.** No elected director or appointed officer shall have any personal liability to LIHA or its members for monetary damages for breach of fiduciary duty or otherwise as a director or appointed officer to the fullest extent provided under Nebraska Law, provided this provision shall not eliminate the personal liability of a director, (a) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of federal, state, or local law; or, (b) for any transaction from which the director derived an improper personal benefit. Any expenses incurred by a director in defending a civil or criminal action, suit, or proceeding, shall be paid by LIHA in advance of the final disposition of such action, suit, or proceeding, upon receipt of notice of an undertaking by or on behalf of such director. Also, as a part of final disposition of such action, suit, or proceeding, such director shall repay such amounts paid by LIHA if it shall be ultimately determined that they are not entitled to be

indemnified by LIHA. The Board of Directors shall obtain Directors and Officers Errors and Omissions insurance in reasonable amounts determined in their discretion.

**11. Resignation and Removal of Directors.** A director may resign at any time by delivering notice via email to the Board of Directors or to the president. A resignation is effective when notice is received unless the notice specifies a later effective date. The Board of Directors may fill the vacancy created by the resigning director for the remaining term. LIHA members may remove one (1) or more directors without cause in accordance with §21-1975 of the Nebraska Nonprofit Corporation Act. An appointed officer can be removed from the Board of Directors, by the Board of Directors, by three-quarter vote of the board, for cause.

# Article VIII

## Officers

- 1. Executive Committee.** The appointed officers designated in Article VII.4 shall constitute the LIHA Executive Committee. The Executive Committee shall have the power, except the power to create indebtedness, to act for the Board of Directors between meetings of the board but shall not perform acts in conflict with the bylaws or the resolutions of the Board of Directors. The Executive Committee shall meet as needed to take action and will report such action at the next regular meeting of the Board of Directors. This report shall also be included in the minutes of the meeting of the Board of Directors. If a majority of the full Board of Directors determines that the action taken by the Executive Committee was not in the best interest of LIHA, the full Board of Directors may, by a majority vote, override any action taken by the Executive Committee.
- 2. President.** The president shall prepare an agenda and preside at all meetings of LIHA and the Board of Directors, and shall enforce all bylaws, rules, and codes of conduct as directed by the Board of Directors. The president shall, with the approval of the Board of Directors, make and execute all contracts on behalf of LIHA. The president may be empowered to co-sign all payments made for corporation expenses and to meet corporate obligations. The president shall appoint and reappoint all committee liaisons, subject to ratification by the Board of Directors. The president shall be the LIHA spokesperson and shall coordinate public relations matters.
- 3. Vice President.** The vice president shall be the chief assistant to the president and shall perform the duties of the president in their absence. The vice president shall perform such duties as the president may from time to time assign to them. The vice president may be empowered to co-sign all payments made for corporation expenses and to meet corporate obligations. The vice president, in partnership with the administrative assistant, shall be responsible for coordinating all insurance matters for the corporation, with the approval of the Board of Directors. The vice president shall serve as LIHA's liaison to the Lincoln Stars Hockey organization, the John Breslow Ice Hockey Center, and any other organization from which LIHA rents or leases ice.

- 4. Secretary.** The secretary shall perform such duties as the president may from time to time assign to them. In partnership with the administrative assistant, the secretary shall coordinate notices of all meetings of the Board of Directors, Executive Committee, and members and shall keep a record of each such meeting. The secretary shall prepare and keep written minutes of all Board of Directors, Executive Committee, and member meetings and shall report all unfinished business from previous meetings requiring action. The secretary shall keep and maintain copies of all corporate documents, including, but not limited to, articles of incorporation, bylaws, rules, and annual reports, and shall coordinate correspondence with the Office of the Secretary of State. The secretary may maintain copies of the books and records at their personal residence or may work with the administrative assistant to maintain such documents.
- 5. Treasurer.** The treasurer shall be the chief financial officer of the corporation and shall supervise the accounting of LIHA. In partnership with the accountant, the treasurer shall keep complete and accurate records of all receipts and disbursements of LIHA. The treasurer shall ensure that the assets of LIHA, capable of being deposited or otherwise secured, are deposited or secured in the corporate name in an account or in accounts designated for that purpose. At each regular meeting of the Board of Directors, the treasurer shall make a report on the financial condition of LIHA. The treasurer shall be empowered to co-sign all payments made for corporation expenses and to meet LIHA's obligations. The treasurer shall file annual tax returns by the 15<sup>th</sup> day of the fourth month after the end of the fiscal year, if necessary. The treasurer shall prepare all other financial reports, including a financial report for the end of the fiscal year for review by the Board of Directors, which will be delivered to the board within sixty (60) days of the end of the fiscal year and prior to the expiration of the treasurer's term of office. The treasurer shall coordinate a review or audit of LIHA's financial records every year.
- 6. Required Appointed Positions.** The Board of Directors shall select individuals to serve in positions required by governing bodies. The positions may be filled by elected directors, as defined in Article VII.1, or any qualified member, as defined in Article VII.2, or qualified member's partner. Required positions will include the following:
- a. Player Safety Coordinator;
  - b. Registrar;
  - c. Referee-in-Chief;
  - d. Coaching Director;
  - e. MWAHA Representative(s);

- f.** SafeSport Coordinator; and
- g.** Any other position as determined by the Board of Directors.

# Article IX

## Committees

- 1. Standing Committees.** The Board of Directors may identify standing committees as necessary and appropriate to carry out the business of LIHA. It is the responsibility and duty of each standing committee to supervise and coordinate activities falling within the subject area of the standing committee.

Standing committees shall have a member of the Board of Directors serve as committee liaison for a term of one (1) year. The liaison shall be appointed by the president as soon as practical after the Annual Meeting or the date the president is appointed by the Board of Directors. The appointment of a committee liaison shall be subsequently ratified by the Board of Directors. The liaison will be responsible for reporting on behalf of the committee to the Board of Directors.

Standing committees may, but are not required to, include other members. Other committee members may be LIHA Members or non-members and shall be appointed by the liaison for a term ending at the next Annual Meeting. A committee chairperson may be assigned by the liaison to lead committee efforts.

The Board of Directors shall resolve any subject-matter jurisdiction or other conflicts between standing committees. Each standing committee shall meet on the call of the president, the committee chair, or the liaison. No standing committee is empowered to employ or supervise personnel or to bind LIHA to any obligation or expenditure. Each standing committee may perform other duties as may be prescribed from time to time by the Board of Directors.

Required committees include: Executive Committee; Coaching Committee; Tournament Committee; Scholarship Committee; Disciplinary Committee.

Non-required committees include, but are not limited to: House Committee; Program Expansion Committee; Officiating Committee; Equipment Committee; Marketing Committee; Fundraising Committee; Team Managers Committee; Special (Ice) Committee; Rules Committee; Goalie Committee; Lincoln Senior Hockey League Committee.

# Article X

## Miscellaneous

- 1. Resignation or Change in Membership Status.** Members may resign from LIHA or may request a change in membership status at any time, but such resignation or request shall be made in writing to the Board of Directors. Resignations and requests shall take effect immediately upon notice to the Board of Directors, subject to any bylaws or rules governing indebtedness or outstanding liabilities to the corporation.
- 2. Compensation.** Directors, officers, and committee members shall serve LIHA in said positions without salary or other compensation, except that directors and officers may be reimbursed for reasonable expenses incurred in carrying out their duties on behalf of LIHA. At no time shall any director or officer incur expenses in excess of \$250.00 without prior authorization by the Board of Directors at a regular or special meeting.
- 3. Dissolution.** If LIHA proves unable to carry out the purpose for which it was created, dissolution may be achieved with a unanimous affirmative vote of directors at a special meeting called for that purpose and will occur in accordance with the Nebraska Nonprofit Corporation Act. In the event of dissolution of LIHA, all of its assets, after payment of its debts and liabilities, shall be disposed of exclusively to such organization or organizations as the Board of Directors shall select, which shall at the time qualify as an exempt organization or organizations under Section 501(c) of the Internal Revenue Code of 1986, as amended, or any successor statute thereto.
- 4. Cash Funds.** All cash funds of LIHA shall be deposited to the credit of LIHA in such bank as the Board of Directors may select. The available cash funds of LIHA shall be invested in accordance with the Board of Director's written investment policy. Investments shall be limited to investments in bank obligations, direct obligations of the United States government or its agencies, or in securities that are unconditionally guaranteed by the United States government. All checks drawn on these cash funds shall be signed by one officer of LIHA designated by the bylaws and the Board of Directors, provided that such officer is bonded, otherwise such checks require the signature of two (2) officers and/or such other persons as the Board of Directors may authorize. The Board of Directors may obtain a corporate surety

bond in an amount, as the board shall determine to be adequate, covering the officers of LIHA.

5. **Contributions.** The Board of Directors may accept, on behalf of LIHA, any contributions, gifts, bequests, or devises for the general or special purposes of LIHA. No contributions to charitable causes or other organizations may be made on account of LIHA, unless made by two-thirds vote of the Board of Directors. Any such contribution made on account of LIHA shall not exceed \$150.00 to any one cause or organization in any fiscal year, and the total of all contributions made on account of LIHA shall not exceed \$500.00 in any fiscal year.
6. **Corporate Donors.** The board reserves the right to seek and expand corporate partnership and donor opportunities to further the mission of LIHA. The board may nurture, formalize, and facilitate such corporate sponsors in the name of promoting youth hockey in Lincoln. As corporate donors and sponsors help to diminish costs, corporate donors may request that a company logo or jersey patch be included on team uniforms and team names may reflect said corporate sponsorship.

Formalization of any such donor agreement entailing inclusion on jerseys is contingent on approval by the LIHA Board of Directors.

7. **Responsibility for Loss or Damage to Property.** LIHA shall not be liable or responsible for loss of property or damage to property of any member, of any guest of any member, or of any visitor or other person using the facilities provided by LIHA. If property of LIHA, or of the facilities leased or rented by LIHA, is damaged or wrongfully removed by a member, or by any person for whom a member is responsible, said property shall be paid for by such member.
8. **Codes of Conduct.** The Codes of Conduct attached hereto as Exhibit A, or as hereafter amended by the Board of Directors shall govern the day-to-day activities of members, coaches, spectators, and players.
9. **Regulatory Authority of Lincoln Junior Stars Player and Parent Handbook.** The Lincoln Junior Stars Handbook shall have regulatory authority within LIHA. This means that the handbook has the presumptive weight of board policy/bylaws although it addresses the more minute/specific aspects of team management and procedures for the Junior Stars. The Junior Stars are the flagship team and the pinnacle program for LIHA and therefore the handbook will be referenced as a touchstone for guidance in other LIHA programs. The handbook will be

drafted annually by team manager and head coach, reviewed by the board secretary, and approved annually by the Board of Directors.

# Article XI

## Coaches and Volunteers

- 1. Background Check.** As a condition of volunteering with LIHA, coaches and some other volunteers within the organization must first consent to a criminal background check. LIHA will cooperate with MWAHA and USA Hockey to conduct said criminal background checks in accordance with the parent organization's expectations regarding frequency of background checks and grounds for exclusion (due to prior convictions) or dismissal of a volunteer. Refusal to consent to the background check is grounds for immediate suspension or expulsion from LIHA. Background checks must be completed **before** participating in any team activities (both on- and off-ice).
- 2. SafeSport Training.** All LIHA coaches and some other volunteers within the organization are required to complete the SafeSport Core Training and/or Refresher Training every year **before** participating in any team activities (both on- and off-ice).
- 3. Coaching Certification - Continuing Education.** All LIHA coaches will be certified through USA Hockey in compliance with the requirements of maintaining affiliation status through MWAHA and USA Hockey. USA Hockey requires specific coaching education levels stipulating the minimum criteria for districts and/or affiliates. These requirements include:
  - a.** All coaches must have the USA Hockey Coaching Education Program card by December 31 of the current season;
  - b.** All coaches must be certified at the proper CEP level for the level of play in which they are coaching **before** participating in any team activities (both on- and off-ice).

**Non-Compliance:** It is the responsibility of LIHA as the local governing organization to have a documented policy in place for coaches who do not comply with coaching education requirements. Failure to maintain proper CEP credentials for the level of play are grounds for immediate suspension or revocation of coaching privileges by the LIHA Board of Directors.

- 4. Support for Coach Continuing Education.** LIHA recognizes that the recruitment and retention of quality volunteer coaches is essential to sustaining the success of youth hockey and the viability of the organization as a whole. Higher-level certification of coaches is especially

valuable in promoting coaches' use of the best-accepted/best-recommended techniques and procedures to develop players' skills.

Toward the end of recruiting and retaining quality coaches, the board reserves the right to allocate funding (as available funds permit) to reimburse coaching certification clinics.

- 5. Coach Evaluation.** All LIHA coaches will be evaluated annually by the coaching director member of the board through the means identified by the Board of Directors. A multi-faceted approach will be used which will include, but not be limited to, parent and/or player input via anonymous surveys eliciting feedback about the coach.

## Article XII

### Fiscal Year

- 1. Term.** The fiscal year of LIHA shall begin on the first day of May and end on the last day of April each calendar year.

# Article XIII

## Amendment of Bylaws

- 1. Amendments.** The Board of Directors may repeal or make additions, alterations, or amendments to these bylaws by the affirmative vote of two-thirds of the full Board of Directors at any regular or special meeting of the Board of Directors. Every proposed change must be presented in writing to the directors no fewer than five (5) days before voting on such proposed changes.
- 2. Recordkeeping.** The administrative assistant shall retain a current copy of these bylaws in a format that allows the editing of the document. The administrative assistant shall also record and retain any approved addition, alteration, or amendment to these bylaws and documentation of the vote to affirm any such change, including the date and vote record for every director.
- 3. Publication and Registration.** The current bylaws shall be posted in a way that is accessible to the membership and the public. The president shall report the current bylaws to all governing bodies as required. Governing bodies may include, but are not limited to: Regional Affiliate, Midwest Amateur Hockey Association; National Association, USA Hockey Association; State of Nebraska.

# Article XV

## Action Without Meeting

- 1. Action Without Meeting.** Action required or permitted by these bylaws or by the Nebraska Nonprofit Corporation Act at a meeting of the Board of Directors may be taken without a meeting if evidenced by one (1) or more written consents describing the action taken and signed by a majority of the Board of Directors as defined in Article VII and reflected in the minutes filed as corporate record.
  - a.** Unless consent specifies an effective date, action taken under this section is effective when the last director signs the consent or if the president declares the action passed by a majority of the Board of Directors;
  - b.** A consent signed by a director under this section has the effect of a meeting vote and may be described as such in any document.

Written consent may be communicated and signed by electronic mail.

## Certification

It is hereby certified that these Amended and Restated Bylaws, proposed on January 7, 2025, were adopted by a majority vote of the Board of Directors of LIHA on January 13, 2025.

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**David Shipperbottom, President**